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**Final Report
of the
San Francisco
Transgender Civil Rights
Implementation Task Force

and

Recommendations
for the
San Francisco Board of Supervisors**

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Table of Contents

Table of Contents	2
Preface	3
Summary	4
Analysis and Recommendations	9
2002 Recommendation	21
Conclusion	22
Appendix A: 1994 Report	23
Appendix B: Task Force Charter	24
Appendix C: September 2002 Report from Supervisor Mark Leno's Office	27
Appendix D: Table of Trainings	30
Appendix E: Index of 1994 Recommendations with 2002 Status	32
Appendix F: Compliance Guidelines to Prohibit Gender Identity Discrimination	35
Appendix G: Resolution Authorizing the Task Force	41

Table of Contents

1	Introduction
2	Methodology
3	Results
4	Discussion
5	Conclusion
6	References
7	Appendix A
8	Appendix B
9	Appendix C
10	Appendix D
11	Appendix E
12	Appendix F
13	Appendix G
14	Appendix H
15	Appendix I
16	Appendix J
17	Appendix K
18	Appendix L
19	Appendix M
20	Appendix N
21	Appendix O
22	Appendix P
23	Appendix Q
24	Appendix R
25	Appendix S
26	Appendix T
27	Appendix U
28	Appendix V
29	Appendix W
30	Appendix X
31	Appendix Y
32	Appendix Z

Preface

In September of 1994, the San Francisco Human Rights Commission issued its *Report on Discrimination Against Transgendered People*, included herein as Appendix A. Since then, considerable progress has been made to address the recommendations put forth in the 1994 report. However, City departments and the private sector have not implemented the majority of the recommendations. Moreover, transgendered people have consistently continued to file complaints with the Human Rights Commission, the Department of Human Resources, and the Office of Citizen Complaints. Members of the transgender community report abuses, particularly in the areas of employment, hate violence, law enforcement, housing, public accommodations, and medical service. Because of the discrepancy between the HRC recommendations and the experience of ongoing problems in the transgender community, the Board of Supervisors recognized that a coordinated community outreach effort needed to be implemented to seek solutions to resolve these issues.

Thus, in the spring of 2000, the Board of Supervisors of the City and County of San Francisco established a Transgender Civil Rights Implementation Task Force (hereinafter called the Task Force) charged with developing systemic policy recommendations to implement City-wide change in five (5) areas, including but not limited to: employment; health and medical provision; law enforcement and hate violence; public accommodations, social services, and housing; education and transphobia. The Task Force Charter is included herein as Appendix B, and supplemental information concerning the origin of the Task Force is provided in the August 2002 Report from Supervisor Leno's Office, included herein as Appendix C.

The Task Force wishes to emphasize that no one is required to identify with any of the designations applied under the umbrella term transgender in order to benefit from these recommendations. Further, no one who is affected by these recommendations should be required to have any medical or psychiatric diagnosis or legal finding applied to them in order to assert their civil and human rights.

Acknowledgement is due to Supervisor Mark Leno, Nathan Purkiss, and all the members of the Task Force since its inception: Marcus Arana, Simon Aronoff, Crystal Catamco, Veronika Cauley, Marcia Chapdelaine, Tamara Ching, Uma Contreras, Felicia Elizondo, Melenie Elenecke, M.C. Ettinger, Jo Ellen Fisher, Georgette Freeman, Jamison Green, L.J. Irving, Stacey Jackson, LaChara Johnson, Jordy Jones, Dominique Rosa Leslie, Yosenio Lewis, Sarah Marshall, Matthew Martin, Lisa Middleton, Riley Morgan, Jean Obermieier, Tim Percival, Doctor L.L. Poehner, Claire Skiffington, Christine Smith, Gwendolyn Ann Smith, Theresa Sparks, Levi Stolove, David Cameron Strachan, and Shawna Virago, all of whom contributed to this report.

Summary

This Task Force analyzed the 30 original recommendations from the 1994 Report to determine their implementation status. The Task Force also invited members of the transgender community to express their experience of problem areas and to put forth suggestions for effective resolution.

The Task Force recommends that the Board of Supervisors pass resolutions instructing all City departments to implement those recommendations that apply to their functions, and policies that ensure client-based confidentiality, as noted in the body of this report.

Within the topic areas assigned according to the Task Force Charter (see Appendix B), a summary of the current (2002) findings and recommendations of this Task Force is as follows. There are additional recommendations contained in the body of this report. For more information about each numbered item below, please read the analysis section of this report, where each item appears in numerical order.

Category 1, Employment

#18: The Department of Human Resources should continue to encourage and promote transgender hiring in all City job categories. The Board of Supervisors should establish a mechanism for regularly monitoring the status of any EEO or HRC complaints in the area of employment discrimination to ensure that patterns of discrimination may be addressed.

#19: The HRC should investigate, via a survey, which City departments have received transgender training, and ensure that those departments that have not been trained receive training within one year of notice that the training is required. The Department of Human Services should establish a mechanism to monitor ongoing transgender client satisfaction with services received through City-funded facilities.

#20: The Board of Supervisors should encourage the development of a City or nonprofit agency dedicated to providing transition-to-work support (re-employment programs) for transgendered sex workers. The Board of Supervisors should also continue to encourage employers to recruit and hire transgendered workers by allocating resources to the HRC to:

- Continue to send out the City's non-discrimination poster
- Send letters to businesses encouraging recruitment and hiring of transgendered workers

Category 2, Health and Medical Services

#16: The Department of the Health Service System should establish a mechanism to monitor the status of the City's transgender benefit program. The Board of

The first part of the report describes the background and objectives of the study. It also provides a brief overview of the methodology used in the study. The second part of the report presents the results of the study, which are discussed in detail in the following sections. The third part of the report discusses the implications of the findings and provides recommendations for future research.

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Chapter 1: Introduction

1.1 The background of the study. The study was conducted in order to investigate the relationship between the variables mentioned in the title. The objectives of the study were to determine the extent of the relationship and to identify the factors that influence it.

1.2 The significance of the study. The study is significant because it provides new information about the relationship between the variables mentioned in the title. The findings of the study may be useful in the development of policies and programs that address the issues mentioned in the title.

1.3 The structure of the report. The report is organized into four main sections: the introduction, the literature review, the methodology, and the results and discussion. Each section is further divided into sub-sections, which are numbered in the following manner.

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Chapter 2: Literature Review

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Supervisors should pass a resolution to encourage other employers to stop discriminating against their transgendered employees by not providing equal access to healthcare.

#24: The Department of the Health System Service should establish a mechanism for monitoring the utilization of the transgender health benefit to ensure that appropriate data may be shared with other governmental bodies and/or insurance companies to facilitate the institution of similar programs in other municipalities or organizations. Further, other employers should be encouraged to follow the City and County of San Francisco's model through distribution of utilization reports over time.

#25: The Board of Supervisors should encourage similar changes to those created by the Poppink Act on a national level, both for disability laws in other states and for the federal ADA. This could be done, for example, by passing a resolution, by writing letters of support to key legislative committees, or by consulting with other officials.

Category 3, Law Enforcement and Hate Violence

#8: The SFPD and Sheriff's Department should identify personnel who have not received transgender awareness and sensitivity training, and establish a schedule of trainings that these individuals must attend within 18 months of notification that the training is required of them.

- The Board of Supervisors should ask the SFPD/TG Community Task Force to provide a report on its progress within six months of notice.
- Policies should be put in place to ensure that arresting officers and jail staff inform all detainees that they have the right to be placed in protective custody.

#9: Appropriate specific training must be provided for law enforcement officers who have not yet received it.

- The SFPD and Sheriff's Department staff should establish appropriate policies and procedures for dealing with transgendered citizens, suspects, detainees, or inmates.
- The SFPD and Sheriff's Department should take specific disciplinary action in the event of a violation of stated policy or procedure.

#10: The OCC staff should be informed of the appropriate policies and procedures for dealing with transgendered citizen's complaints on a regular basis.

#26: CUAV should ask the District Attorney or the Board of Supervisors for additional funds to hire staff to provide more outreach, education, and client services involving transgendered people, and it is recommended that whomever CUAV approaches, the DA's office or the Board, that body should grant such a request and provide the necessary funds. In addition, a monitoring mechanism should be established to ensure that CUAV is adequately funded to support additional staff to provide outreach, education, and client services involving transgendered people.

Government should not be allowed to continue to operate in the manner in which it has been operating for the past several decades. It is time for the Government to reform itself and to become a more responsible and accountable government.

124. The Government of the Republic of China should also take a more active role in the development of the economy. It should encourage private enterprise and investment, and should provide a more favorable environment for business. It should also improve the legal system and the judicial system, and should ensure that the rights of citizens are protected. The Government should also improve the education system and the health care system, and should provide a more equitable distribution of resources.

125. The Government of the Republic of China should also take a more active role in the development of the environment. It should encourage the use of renewable energy sources, and should protect the natural resources of the country. It should also improve the waste management system, and should ensure that the environment is protected for future generations.

Conclusion

126. The Committee on the Status of the Republic of China has concluded that the Government of the Republic of China has not met its obligations to the people of the Republic of China. It has failed to provide a more democratic and accountable government, and has failed to improve the economy, the environment, and the social services of the country. The Committee recommends that the Government of the Republic of China should take immediate action to address these issues, and should implement the recommendations of this report.

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- The Government of the Republic of China should provide a more democratic and accountable government.
- The Government of the Republic of China should improve the economy, the environment, and the social services of the country.

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Category 4, Public Accommodation, Social Services, and Housing

#6: The Board of Supervisors should allocate funds for the HRC to produce a professional quality training video.

- Such a resource might recoup its cost of production through distribution to other municipalities.
- Also, HRC staff or interns should follow up with each City department to determine what transgender-specific policy changes have been implemented, when the staff has most recently been trained in transgender awareness and sensitivity, and keep the master calendar for ongoing trainings such that training status may be accurately monitored.

#11: The DHS staff should develop protocols for communication with transgender clients within six months of notice.

- DHS should create a mechanism through which regular drop-in visits at shelters include monitoring shelter accessibility for transgender clients.
- After the site visits, meetings should be held with the shelter personnel to provide feedback on both the positive and negative findings at each location.

Category 5, Education and Transphobia

#3: It should be part of the HRC policy that ongoing training be conducted on an as-needed basis for LBGTHIV Division staff, and that transgender sensitivity training occurs every year for other HRC division staff members and Commissioners.

#4: The Board of Supervisors should allocate resources to ensure that the HRC can publish and distribute The Transgender Resource Guide, and that the guide is updated, corrected, reissued as necessary in print and electronically on an annual basis.

#5: The Board of Supervisors should allocate sufficient resources to the HRC to increase community outreach to extend beyond the standard LGBT outlets. Tourist locations, MUNI, all City and County offices, and educational facilities should also have this information available to the general public.

#7: The Department of Human Resources should work in collaboration with the City Attorney to determine guidelines for appropriate disciplinary actions in the event of discrimination based on gender identity or expression.

- Policy statements should be included in the Department of Human Resources Policy and Procedures Manual, and information about the specific policies and procedures should be integrated into employee orientation programs for all City and County new hires.
- Current employees should be apprised of any new policy and procedure statements in a general communication to all employees.

Category 4: Human Development, Social Services, and Housing

401. The Board of Directors shall review and approve the City's policy to provide professional quality housing.
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Category 5: Social Services and Transportation

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#12/#13: The availability of unisex restrooms is recommended. The Board of Supervisors should continue to advocate, when appropriate, that when unisex restrooms are not available that people should use the restroom that is consistent with their gender presentation. Also where unisex and sex-segregated restrooms are available, transgendered people should not be required to use only unisex restrooms. It is the consensus of this Task Force that people should be able to use the restroom in which they feel most comfortable.

#27: The Board of Supervisors should pass a resolution commending the California school system for the efforts it has made and continues to make to protect transgendered students from violence, and to destigmatize transgendered people. Efforts should be broadened on behalf of the larger school community in recognition that students learn within a culture consisting of staff, students, family, and guardians.

New Considerations

In addition to the preceding, the Task Force notes the following four new considerations that we feel deserve special attention:

(1) To assist with implementing many of the educational objectives represented in these recommendations, this Task Force strongly recommends that the City (perhaps through the Mayor's Office of Community Development) provide a grant of \$50,000.00 to the Transgender Law Center, a newly-created nonprofit organization supported in part by the Yale Initiative for Public Interest Law, the Echoing Green Foundation, and the National Center for Lesbian Rights (fiscal sponsor). The Transgender Law Center is charged with creating a network of technically competent and culturally sensitive attorneys, providing Transgender Law 101 trainings to the transgender communities and to attorneys and agencies, including Mandatory Continuing Legal Education (MCLE) and other continuing professional education programs, providing advice and counsel clinics throughout the community, creating model practice materials for attorneys working with transgendered clients, and assisting with public policy development in the areas of employment, prisoner rights, and healthcare issues (specifically Medi-Cal and health insurance coverage issues). By helping fund this project, the City of San Francisco would once more assert its leadership position in the area of recognizing the human and civil rights of transgendered people.

(2) Because employment is such a basic area of need for transgendered people, an area where discrimination is still a problem, and an area that is at root for many further problems, such that when employment is lacking many other life functions are severely impacted (for example, homelessness, lack of health insurance and healthcare, low self-esteem, engaging in at-risk behaviors, etc.), this Task Force strongly recommends that the Board of Supervisors or the Mayor's Office of Economic Development establish funding for a nonprofit agency to develop employment training and job development for transgendered people.

(3) Because so many of the recommendations from this report require monitoring, preferably by some person or office who is alert to areas of sensitivity

The second part of the report deals with the environmental impact of the proposed project. It is a very detailed and comprehensive study of the project's potential effects on the environment. The study takes into account the physical, chemical, and biological aspects of the environment, as well as the social and economic aspects. The study also takes into account the cumulative effects of the project, as well as the effects of the project on the environment over a long period of time. The study is based on a wide range of data, including field observations, laboratory tests, and computer simulations. The study is presented in a clear and concise manner, and it is easy to read and understand. The study is a valuable contribution to the understanding of the environmental impact of the proposed project, and it is a valuable resource for decision-makers.

The third part of the report deals with the environmental management plan for the proposed project. It is a detailed and comprehensive plan that outlines the measures that will be taken to manage the project's environmental impacts. The plan is based on the findings of the environmental impact study, and it is designed to ensure that the project's environmental impacts are managed in a way that is consistent with the principles of sustainable development. The plan includes a wide range of measures, including monitoring and assessment, mitigation, and compensation. The plan is presented in a clear and concise manner, and it is easy to read and understand. The plan is a valuable contribution to the understanding of the environmental management of the proposed project, and it is a valuable resource for decision-makers.

4. Environmental Management Plan

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concerning transgender issues (both within and outside the transgender community) and who can diplomatically and effectively address problems as they arise and advocate for the transgender community, this Task Force strongly recommends that the Board of Supervisors either create a staff position or engage an appropriately qualified contractor to perform those duties for a period of at least two years. This position should function both to track compliance with current policies and their effectiveness, but also to propose and possibly implement improvements in policies and procedures that will ensure both the spirit and the letter of San Francisco's non-discrimination ordinances and policies continue to be met. The position could also serve as the City Administration's first point of contact for the transgender community by working as a liaison between various City departments, and could direct transgender community members (and City personnel with questions regarding transgender services, etc.) to the Human Rights Commission, or other City departments as appropriate to facilitate swift resolution of problems, analyzing and tracking the nature of problems and their effective solution, and also documenting areas of success. The position could also augment the HRC staff's training efforts by assisting in "marketing" the HRC's services, and also by assisting in policy development and training delivery as needed. This type of serious, ongoing attention to the specific needs of this population deserves the full attention of San Francisco's elected officials who are obliged to establish and maintain civil rights for all residents and visitors.

(4) This Task Force recognizes that recent Intersex activism has urged the separation of the Intersex category from the Transgender Umbrella, but not removal from gender identity protections. This Task Force recommends:

- The Board of Supervisors should pass a resolution denouncing the practice of cosmetic infant genital surgeries in line with the recommendations of the American Pediatric Association and the Intersex Society of North America.
- The Board of Supervisors should instruct the Human Rights Commission to determine what hospitals are performing these procedures.
- The Board of Supervisors should eliminate any funding of institutions performing these procedures.
- The Board of Supervisors should create a task force specifically to address this and other issues faced by intersexed people.

Analysis and Recommendations

The Task Force determined that an effective method of assessing how well the City is addressing the issues facing the transgender community would be to analyze the original recommendations made in the *Report on Discrimination Against Transgendered People* issued in September 1994 by the San Francisco Human Rights Commission. This analysis is included in this section. The recommendations are also shown here and in the Summary section of this report. Readers are also referred to Appendix E for a reference table showing a summary of the original recommendations, the City departments affected, and the 2002 analysis status (omitting text of recommendations).

1994 Language: *1. That the City and County of San Francisco develop and enact legislation amending the City's Human Rights Ordinances to add "gender identity" as a protected class with the intention of granting specific human rights protection to persons who are transgendered, and empower the Human Rights Commission to serve as the administrative agency to investigate and mediate discrimination claims that arise.*

2002 Analysis: This ordinance was passed in December 1994. "Gender Identity" was added as a protected category to the City's anti-discrimination ordinances. The law took effect on January 30, 1995. The Human Rights Commission is the City department that enforces the ordinances.

California state law specifies that local jurisdictions may not have stronger anti-discrimination laws than the State. With the implementation of AB 2222 (The Poppink Act) in January 2001, the Department of Fair Employment and Housing (DFEH) began accepting gender identity-based claims of discrimination in the category of "sex" under the Fair Employment and Housing Act (FEHA). In addition, an individual may file a complaint in employment and housing discrimination on the basis of gender identity using San Francisco municipal law. The HRC could investigate and mediate the claim, but no damages sanctions may be imposed because of State preemption. Therefore, attempts to sue under the local ordinances would probably be dismissed because of State law.

2002 Recommendation: San Francisco's ordinance must be strengthened.

- State legislators need to sponsor legislation to amend FEHA, either to allow for local ordinances that are stronger than State law, or to ensure that FEHA is clear in its inclusion of transgendered people. The San Francisco Board of Supervisors should use its influence to enlist legislative sponsors to champion such reform.

1994 Language: *2. That the City and County of San Francisco budget for a position with the Human Rights Commission for the purpose of coordinating education and investigating and mediating claims, and that outreach be done to the transgendered community in the hiring process for this position to ensure that transgendered applicants are considered.*

2002 Analysis: The HRC has created and staffed a position in the Lesbian Gay Bisexual Transgender & HIV Division dedicated to gender identity complaints and coordination of transgender services. This position is solely involved with gender identity-related cases

Analysis and Recommendations

The bill is a comprehensive civil rights law that would prohibit discrimination on the basis of sex in employment, housing, public accommodations, and other areas. It also includes provisions for the protection of transgender individuals, such as the requirement that employers provide reasonable accommodations for transgender employees. The bill is a landmark piece of legislation that would provide significant protections for transgender individuals and is a critical step towards achieving equality for all.

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and trainings, while other HRC staff members are split between that and other Division tasks. The recommendation from the 1994 report has been fully implemented.

1994 Language: *3. That the Human Rights Commission ensure that its staff is adequately trained in transgender issues to enable them to perform transgender sensitivity trainings in San Francisco and to investigate and mediate discrimination claims.*

2002 Analysis: The Lesbian Gay Bisexual Transgender & HIV Division staff has had extensive training on transgender issues. HRC staff from other divisions had training in 1997 and in 2000. Regular in-service trainings are conducted so that new staff members and interns receive appropriate gender identity education for complaint handling. The HRC also conducted training for trainers for the LGBTHIV Division staff so that they may help facilitate transgender sensitivity trainings. See the Table of Trainings in Appendix D.

2002 Recommendation: It should be part of the HRC policy that ongoing training be conducted on an as-needed basis for LGBTHIV Division staff, and that transgender sensitivity training occurs every year for other HRC division staff members and Commissioners.

1994 Language: *4. That the Human Rights Commission produce and distribute information and resource materials for transgendered persons, their families, and their associates concerning their legal and civil rights.*

2002 Analysis: The HRC has produced some information, but a more comprehensive legal and resource guide needs to be produced and updated regularly. An intern for the HRC, working with members of the Transgender Civil Rights Implementation Task Force and others, compiled a Transgender Resource Guide in 2002 that is awaiting publication.

2002 Recommendation: The Board of Supervisors should allocate resources so that the HRC can publish and distribute The Transgender Resource Guide, and that the guide may be updated, corrected, reissued in print and electronically as necessary on an annual basis.

1994 Language: *5. That the Human Rights Commission serve as a clearing house for the general public and the media to contact for information regarding transgender education and human rights.*

2002 Analysis: This is a common function for the LGBTHIV Division, but HRC's name and contact information need to be more widely distributed.

2002 Recommendation: The Board of Supervisors should allocate sufficient resources to the HRC to increase community outreach to extend beyond the standard LGBT outlets. Tourist locations, MUNI, all City and County offices, and educational facilities should also have this information available to the general public.

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2000-2001: The Commission has not been able to determine the exact date of the Commission's decision.

2001-2002: The Commission has not been able to determine the exact date of the Commission's decision.

2002-2003: The Commission has not been able to determine the exact date of the Commission's decision.

1994 Language: *6. That the City and County of San Francisco conduct sensitivity training for its employees to demystify the subject of transgender experience and prepare both management and front-line employees to appropriately handle situations that may arise involving transgendered persons or the reactions of others to them.*

2002 Analysis: Some departments have had sensitivity training and some have not. Trainings have been conducted for some divisions of some departments, such as Department of Human Resources, Department of Human Services, MUNI, Department of Public Health, Police Department, Office of Citizen Complaints, and Human Rights Commission. These are the most important departments where training is required. See the Table of Trainings in Appendix D. Training needs to be extended within these Departments and expanded to others. The HRC should prioritize the departments in which staff needs training, followed by second tier departments, until all of the City departments through which staff interacts with the public have had transgender sensitivity training. A schedule of regular trainings then should be created to ensure that City employees have comprehensive, ongoing, and up-to-date gender identity training and information.

New employees could receive basic transgender training via video until the next cycle of live trainings are conducted.

2002 Recommendation: The Board of Supervisors should allocate funds for the HRC to produce a professional quality training video.

- Such a resource might recoup its cost of production through distribution to other municipalities.
- Also, HRC staff or interns should follow up with each City department to determine what transgender-specific policy changes have been implemented, when the staff has most recently been trained in transgender awareness and sensitivity, and keep the master calendar for ongoing trainings such that training status may be accurately monitored.

1994 Language: *7. That employees of the City and County of San Francisco are made to understand that discrimination against transgendered people is grounds for disciplinary action.*

2002 Analysis: In 1993, the Department of Human Resources replaced the Civil Service Department, and gender identity was added to the Civil Service Code, protecting San Francisco City and County employees from discrimination based on gender identity. Notice was sent to City employees that discrimination based on gender identity was a new protected category when the ordinance went into effect in 1995. This notice did not specifically mention grounds for disciplinary action, but it is widely understood that adverse discrimination against any protected category is not acceptable and may result in reprimand or dismissal, depending on the severity of the infraction. The 1995 ordinance amendments extended this protection to all persons within the City/County boundaries, and covers employment, housing, and public accommodations.

2002 Recommendation: The Department of Human Resources and the Civil Service Commission should work in collaboration with the City Attorney to determine guidelines for appropriate disciplinary actions in the event of discrimination based on gender identity or expression.

The first speaker of the day was Dr. [Name], who presented a paper on the effects of [Topic]. His research is based on a series of experiments that have shown that [Findings]. This research has important implications for [Applications].

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- Policy statements should be included in the Department of Human Resources Policy and Procedures Manual, and information about the specific policies and procedures should be integrated into employee orientation programs for all City and County new hires.
- Current employees should be apprised of any new policy and procedure statements in a general communication to all employees.

1994 Language: *8. That the San Francisco Police and Sheriff's Departments conduct transgender sensitivity training for all personnel to ensure that transgendered persons are treated with respect, that their complaints are taken seriously and acted upon with reasonable dispatch, that if a transgendered person is detained or incarcerated he or she is housed in a manner which is consistent with the individual's gender identity, that his or her prescribed medication is provided, and that if the transgendered person's safety is compromised or at risk, he or she will be immediately protected and not subject to any physical or psychological harm perpetrated by other inmates or officers. Transgendered persons should have the right to be placed in protective custody upon request.*

2002 Analysis: Sensitivity training has been conducted for each class at the San Francisco Police Academy since June 1995. These classes frequently include recruits from the San Francisco Sheriff's Department, University of California at San Francisco Police Department, University of San Francisco Police Department, San Francisco Institutional Police (who are on duty at San Francisco General Hospital, Laguna-Honda Hospital and the San Francisco Public Library), individuals who are sent to the San Francisco Academy from other jurisdictions, and independent individuals who pay their own way through the Academy while they are trying to obtain employment with other law enforcement agencies that do not have their own academies.

At the present time, due to attrition, about 50% of the San Francisco Police Department officers have received this training. Two-hour sessions were allotted from June 1995 through fall 2001, and since December of 2001, the sessions have been four hours in length. Greater effort must be exerted to support training for officers who attended the Academy prior to June 1995 because there are still incidents occurring in which transgendered people are being mistreated or harassed by law enforcement officers. A lawsuit against the SFPD alleging excessive force was filed in late May 2002, seeking \$25 million in damages. The Human Rights Commission, SFPD, and various community groups such as Community United Against Violence (CUAV) and the Asian-Pacific Islander (API) Wellness Center have formed a task (SFPD/TG Community Task Force) to develop and implement a method of training officers who are already in service.

2002 Recommendation: The SFPD and Sheriff's Department should identify personnel who have not received transgender awareness and sensitivity training, and establish a schedule of trainings that these individuals must attend within 18 months of notification that the training is required of them.

- The Board of Supervisors should ask the SFPD/TG Community Task Force to provide a report on its progress within six months of notice.
- Policies should be put in place to ensure that arresting officers and jail staff inform all detainees that they have the right to be placed in protective custody.

- * Policy measures that are outlined in the Department of Justice's Strategic Plan for 2007-2011, and the Department of Justice's Strategic Plan for 2007-2011, and the Department of Justice's Strategic Plan for 2007-2011.
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1994 Language: *9. That the San Francisco Police and Sheriff's Departments use terminology that is appropriate to an individual's gender identity on departmental forms and police reports, and refrain from insulting or compromising the privacy and dignity of persons who may have physical anomalies. It is respectful to ask a person whose gender identity is in question which gender they prefer; it is not respectful to ask "What are you?" or to make assumptions and enter descriptions of physical anomalies as part of a report, except when such anomalies are material to an investigation.*

2002 Analysis: This policy is delineated and reinforced in the Academy training that has been conducted since June 1995. The HRC has collaborated with the National Lawyers Guild to create protocols for the San Francisco Sheriff's Department regarding housing and safety of transgendered inmates. Housing of inmates is still problematic because prisoners are housed according to their genital type, regardless of any other characteristic. The policy adopted by the SFPD instructs officers to conduct body searches respectfully and to house all prisoners in a manner that preserves their safety.

2002 Recommendation: Appropriate specific training must be provided for officers who have not yet received it.

- The SFPD and Sheriff's Department staff should establish appropriate policies and procedures for dealing with transgendered citizens, suspects, detainees, or inmates.
- The SFPD and Sheriff's Department should take specific disciplinary action in the event of a violation of stated policy or procedure.

1994 Language: *10. That the Office of Citizen Complaints conduct transgender sensitivity training for its personnel for the purpose of improving relations with the transgender community and improving the Office's ability to comprehend and process complaints filed by transgendered persons.*

2002 Analysis: The Human Rights Commission conducted a comprehensive training for OCC personnel on June 7, 2001 (see Table of Trainings in Appendix D). Community-based reports indicate that complaints made by transgendered people were not taken seriously, but the current status indicates complaints made by transgendered people are being better attended to, or at least taken more seriously.

2002 Recommendation: The OCC staff should be informed of the appropriate policies and procedures for dealing with transgendered citizen's complaints on a regular basis.

1994 Language: *11. That the Department of Social Services conduct transgender sensitivity training for its personnel to ensure that transgendered persons are treated with respect, that their complaints are taken seriously and acted upon with reasonable dispatch, that their fitness as patients is not judged solely on the basis of prejudice against transgendered persons, and that transgendered clients do not endure physical or psychological abuse in the process of obtaining services.*

2002 Analysis: The Department of Human Services conducted all-day trainings on LGBT sensitivity in 1999, 2000, and 2001 for all social workers (see Table of Trainings in Appendix D).

1. The Commission should be established. It is not clear what this might mean in practice. It is a question of how to ensure that the Commission is not just a body that meets and does nothing.

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their physical health needs are not overlooked due to prejudice against transgendered persons, that the transgendered clients and patients do not endure physical or psychological abuse in the process of obtaining services.

2002 Analysis: Some DPH medical providers and social workers attended an all-day Transgender Care conference on May 5, 2000 (also see Table of Trainings in Appendix D). Transgender protocols were developed for substance abuse providers. However, not all DPH employees have received training, and, as far as this Task Force could ascertain, there are no protocols for transgender clients outside of the substance abuse protocols and the Tom Waddell Clinic protocols for treating transgender clients in that facility.

2002 Recommendation: The Department of Public Health should ensure that transgender awareness and sensitivity is covered in its ongoing orientation for all new employees. DPH must also ensure that employees whose job function brings them into contact with the public receives transgender sensitivity training within six months of notice from the Board of Supervisors.

1994 Language: 15. *That the Department of Public Health continue to conduct inservice trainings covering the treatments, medications, procedures, and new medical, social, and psychological developments with respect to the transgendered community.*

2002 Analysis: Norm Nickens, Associate Director of EEO/AA and Cultural Competency for DPH should be contacted to ascertain what topics can legally be addressed through DPH transgender trainings. Ongoing, detailed inservice trainings for those DPH staff most involved with defined transgendered populations are recommended. This may be accomplished through the two primary DPH purveyors of record for transgender services, Center For Special Problems (Barbara Anderson, director of their transgender mental health services) and Tom Waddell Clinic's medical director, Barry Zevin, M.D., in conjunction with other training resources they deem appropriate or necessary.

2002 Recommendation: The Task Force believes that this recommendation is sufficiently addressed by physicians at Tom Waddell and at San Francisco General Hospital who are actively engaged in the ongoing treatment of transgendered clients. The Department of Human Services should establish a mechanism to monitor ongoing client satisfaction with transgender services received through City-sponsored facilities.

1994 Language: 16. *That medical service providers, including hospitals, clinics, and private practitioners, ensure that they and their support staff are adequately trained to handle transgendered patients, to protect their health, and to ensure that their programs eliminate all unnecessary forced disclosure of transgender status as a requirement for receipt of services, to ensure that transgendered persons are not disqualified from receiving services based upon transgender status or identity, or upon perceived transgender status or identity, and to ensure that transgendered persons are treated with dignity and respect regardless of what surgery or treatments they have had or have not had.*

2002 Analysis: The removal of exclusions for transgender care from City employees' health insurance coverage in 2001 was an important step in realizing the spirit of this 1994

recommendation. The original recommendation was made in response to the difficulty that transgendered people were experiencing in accessing healthcare through all employers as well as through public services. San Francisco's efforts as an employer to resolve this problem will, we hope, encourage other employers to follow suit in removing obstacles to all healthcare for transgendered people.

2002 Recommendation: The Department of the Health Service System should establish a mechanism to monitor the status of the City's transgender benefit program. The Board of Supervisors should pass a resolution to encourage other employers to stop discriminating against their transgendered employees by not providing equal access to healthcare.

1994 Language: *17. That the Department of Public Health and all other medical service providers refrain from treating transgendered patients and clients as if they are "on display" or otherwise objectify them or subject them to dehumanizing treatment, preserving the client or patient's dignity, privacy, and confidentiality, and that they also require employees and contractors to comply with this non-discrimination policy.*

2002 Analysis: This recommendation would ideally be met by implementing various other policy directives noted elsewhere in this report.

2002 Recommendation: No further recommendation is made at this time.

1994 Language: *18. That the Department of Human Resources ensure that its investigators are trained in transgender issues, publicize to City and County employees the rights of transgendered persons, and ensure that transgendered persons are not disqualified from employment, or discriminated against by any City agency, based upon transgendered status or identity, or upon perceived transgendered status or identity.*

2002 Analysis: Obtaining legal, meaningful, adequately compensated work is still a problematic area for transgendered people. This Task Force has not been able to gather specific data to determine how transgendered applicants for City jobs (that are not transgender-specific) have been treated in the application/interview/hiring process. Anecdotal evidence indicates that transgendered people are still systematically discriminated against in employment throughout the City. However, EEO investigators from all City departments were trained in gender identity issues by the HRC in 2001 (see Table of Trainings in Appendix D).

2002 Recommendation: DHR should continue to encourage and promote transgender hiring in all City job categories. The DHR should establish a mechanism for regularly monitoring the status of any EEO complaint, and the HRC should do the same for complaints in the area of private employment discrimination to ensure that patterns of discrimination may be addressed.

1994 Language: *19. That the administrators of homeless shelters, battered women's shelters, substance abuse treatment programs, rape crisis centers, and other providers of social services in San Francisco ensure that their staff is trained in transgender sensitivity, that their program*

1980-1981: The first year of the project was spent on the development of the methodology for the study. This involved a number of meetings with the project committee and the local health authority to discuss the aims and objectives of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1982-1983: The second year of the project was spent on the recruitment of subjects and the collection of data. This involved a number of visits to the local health authority and the project committee to discuss the progress of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1984-1985: The third year of the project was spent on the analysis of the data and the preparation of the report. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1986-1987: The fourth year of the project was spent on the dissemination of the results of the study. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1988-1989: The fifth year of the project was spent on the evaluation of the project. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1990-1991: The sixth year of the project was spent on the dissemination of the results of the study. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1992-1993: The seventh year of the project was spent on the evaluation of the project. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1994-1995: The eighth year of the project was spent on the dissemination of the results of the study. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

1996-1997: The ninth year of the project was spent on the evaluation of the project. This involved a number of meetings with the project committee and the local health authority to discuss the results of the study and to agree on the methodology to be used. The project was then approved by the local health authority and the project committee.

eliminates forced disclosure of transgender status as a requirement for receipt of services, and ensure that transgendered persons are not disqualified from receiving services based upon transgender status or identity, or upon perceived transgender status or identity.

2002 Analysis: The HRC participated in trainings organized by CUAV of all battered women's shelters in 1995 and 1996. Some shelters have implemented ongoing transgender trainings for staff and volunteers, though it is still uncertain which shelters do not offer regular transgender trainings. Some meetings have been held with various homeless shelters regarding transgender issues, and the HRC has conducted several comprehensive gender identity trainings for all Episcopal Sanctuary staff as well as Marion House staff and residents. The HRC also attended a meeting with other homeless shelter representatives to discuss the issues facing transgender clients and to offer trainings to shelter staff.

2002 Recommendation: The HRC should investigate, via a survey, which City departments have received transgender training, and ensure that those City departments that have not been trained receive training within one year of notice that the training is required. The Department of Human Services should establish a mechanism to monitor ongoing transgender client satisfaction with services received through City-funded facilities.

1994 Language: *20. That private employers in San Francisco add "gender identity" to their lists of protected classes and provide sensitivity trainings, institute hiring outreach to the transgendered community publications, and ensure that their transgendered employees, customers, and clients are treated with respect.*

2002 Analysis: The Board of Supervisors enacted legislation requiring all private employers to post the City's non-discrimination ordinance (which includes gender identity) in a location visible to all employees. This educates private employers about the City law and is intended to ensure that transgender employees, and job applicants are treated with respect at the work place. All City contractors, those businesses providing goods or services to the City and County of San Francisco, are required to display the poster in clear view of their employees. It is unknown whether businesses are actually posting this notice as required.

2002 Recommendation: The Board of Supervisors should encourage employers to recruit and hire transgendered workers. The Board of Supervisors should allocate resources to:

- Continue to send out the poster to all City contractors and other businesses.
- Encourage the HRC to send a letter to businesses, possibly through the Chamber of Commerce Small Business Commission, encouraging the recruitment and hiring of transgendered workers, and providing suggested appropriate language for employers to use within their own hiring materials.
- Encourage the development of a City or nonprofit agency dedicated to providing transition-to-work support (re-employment programs) for transgendered sex workers.

1994 Language: *21. That the Lesbian, Gay, and Bisexual communities educate themselves concerning transgender issues and experience, and encourage their political clubs to more actively fight for transgender rights, and that Lesbian, Gay, and Bisexual businesses and*

organizations affirmatively encourage the participation of transgendered employees, clients and members.

2002 Analysis: Great progress has been made in this, largely due to transgender activists working to foster understanding and create acceptance of transgendered individuals, as well as to the forward-thinking actions of the San Francisco Board of Supervisors in enacting protective and other legislation raising the visibility of the transgender community and the need for transgender civil rights. Numerous organizations have added Transgender to their names and mission statements. Many services have been provided throughout the City, and many transgendered people have come forward to participate in LGBT community events. However, there are still pockets of the LBG world where transgender inclusion and issues of transgender are not seen as important to specific constituencies. One example is the Employment Non-Discrimination Act.

2002 Recommendation: The Board of Supervisors should encourage the sponsors of the federal Employment Non-Discrimination Act and other federal legislation concerning civil and human rights to include gender identity and expression in addition to sexual orientation as bases upon which discrimination may not be tolerated nationally.

1994 Language: *22. That the transgender community continue and strengthen its efforts to educate others with respect to gender identity and its distinction from sexual orientation, and with respect to the empowering inclusivity that is uniquely the province of the transgendered.*

2002 Analysis: The transgender community has grown and has become more empowered, but internalized transphobia and isolation still must be addressed. The need for ongoing education remains very strong, and it also remains incumbent upon the transgender community to do most of this work.

2002 Recommendation: No further recommendation is deemed necessary at this time.

1994 Language: *23. That philanthropic and grant-making organizations and individuals consider funding transgender-related projects and social services.*

2002 Analysis: A few grants have been made, but relatively little has been accomplished in this area. Responsibility for this item rests with the transgender community, as in item 22 above.

2002 Recommendation: No further recommendation is deemed necessary.

1994 Language: *24. That insurance companies acknowledge that transsexualism is a medical condition for which medical treatment is warranted and for which insurance coverage should be available. To serve as a model for other insurance carriers, the Commission recommends that the Health Services System Board modify the City Plan to cover transsexual treatment and procedures.*

2002 Analysis: The San Francisco Health Service System Board added its transgender health benefit to cover treatment and procedures for City employees in 2001. With the passage of the health benefit, insurance providers who work with the City now acknowledge that transsexualism is a medical condition for which medical treatment is warranted. The self-insured City plan has covered surgeries, hormone therapy, and psychological counseling since July 1, 2001. The HMOs offer hormone therapy and psychological counseling. All the insurers cover complications related to transsexual transition. This is a great success for transgender and transsexual people.

2002 Recommendation: The Department of the Health System Service should establish a mechanism for monitoring the utilization of the transgender health benefit to ensure that appropriate data may be shared with other governmental bodies and/or insurance companies to facilitate the institution of similar programs in other municipalities or organizations. Further, other employers should be encouraged to follow the City and County of San Francisco's model through distribution of utilization reports over time.

1994 Language: *25. That while the Commission does not intend to recommend that all transgendered persons be regarded as disabled, the Commission does recommend that if a transgendered person does become disabled, for instance as the result of transsexual-related treatment or procedures, or for any other reason, that treatment for the resulting condition should be covered under the Americans with Disabilities Act, and the Commission recommends that the City lobby Congress and the State Legislature to amend federal and State disability laws accordingly.*

2002 Analysis: California Assembly Bill 2222 (The Poppink Act) was passed in 2000 amending the State disability laws to remove exclusions of transsexualism and gender identity disorders (GID). This law went into effect in January 2001, entitling people with transsexualism or other gender identity disorders to the same legal protections as persons who have any other impairment. When transsexualism or a diagnosis of GID substantially limits one or more major life activities, or where an individual is perceived to have a condition that substantially limits one or more major life activities, or when an individual has a past record of such a condition, such a person is now protected on the basis of disability from discriminatory adverse employment actions. The provisions of the State disability law also require employers to provide reasonable accommodations that enable transgendered employees to live according to their gender identity, in keeping with the standards of care for treatment of gender identity disorders. Typical examples of reasonable accommodation would include allowing a transgendered person to dress according to their gender identity and arranging for safe and appropriate restroom use.

2002 Recommendation: The Board of Supervisors should encourage similar changes to those created by the Poppink Act on a national level, both for disability laws in other states and for the federal ADA. This could be done, for example, by passing a resolution, writing letters of support to key legislative committees, or consulting with other officials.

1994 Language: *26. That the District Attorney budget an increased amount for Community United Against Violence (CUAV) to enable its administrators to hire additional staff to provide outreach, education, and client services involving transgendered persons.*

1997 Award for Distinguished Contributions to the Field of Psychology. The 1997 Award for Distinguished Contributions to the Field of Psychology was presented to Dr. David A. Clark, PhD, by the American Psychological Association. Dr. Clark is a professor of psychology at the University of California, San Diego, and is also a senior research advisor at the same institution. He has published over 100 articles in the field of psychology, and has been a member of the American Psychological Association since 1965. He is also a past president of the Association.

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2002 Analysis: CUAV continues to receive funds on an unrestricted basis through the District Attorney's Office. CUAV provides outreach, education, and client services as its budget allows. However, the funds received through the District Attorney's Office remain at the same monetary level as before 1994, and most (if not all) of the monies received by CUAV from the District Attorney's Office are largely "pass-throughs" of federal funds. In addition, while there has been no increase in the funds received by CUAV from the District Attorney's Office, it is also the understanding of this Task Force that CUAV has not asked the District Attorney's Office or the Board of Supervisors for an increase.

2002 Recommendation: Accordingly, it is recommended that CUAV ask the District Attorney or the Board of Supervisors for additional funds to hire staff to provide more outreach, education, and client services involving transgendered people, and it is recommended that whomever CUAV approaches, the DA's office or the Board, that that body grant such a request and provide the necessary funds. In addition, a monitoring mechanism should be established to ensure that CUAV is adequately funded to support additional staff to provide outreach, education, and client services involving transgendered people.

1994 Language: 27. *That public and private school administrators ensure that the condition of being transgendered is presented as another aspect of biology that occurs naturally throughout society, and provide support services and/or referrals to transgendered and questioning youth so they do not have to suffer in isolation.*

2002 Analysis: Gender identity was added to the list of protected classes in the San Francisco Unified School District non-discrimination policies in 1997. Gender identity was also included under the definition of "sex" in the California Education Code in 2001, specifically relating to prevention of violence and hate crimes in public schools. Kevin Gogin, the Director of Support Services for Sexual Minority Youth, is in charge of providing support services and/or referrals to transgendered and questioning youth in San Francisco. Also, the HRC has been doing some policy development work with the San Francisco Unified School District and the California Board of Education to address the needs of transgender students.

2002 Recommendation: The Board of Supervisors should pass a resolution commending the California school system for the efforts it has made and continues to make to protect transgendered students from violence, and to destigmatize transgendered people. Efforts should be broadened on behalf of the larger school community in recognition that students learn within a culture consisting of staff, students, family, and guardians.

1994 Language: 28. *That professionals serving transgendered persons should be held to their professional ethics: it is one thing to avoid transgendered clients because of lack of expertise -- it is discrimination to avoid them because of an aversion to their condition. For example, attorneys should represent transgendered persons as they would anyone else, by seeking appropriate damages as they would in any other case in which the client has suffered injury. The Commission therefore also recommends that any State board or licensing agencies take appropriate measures to prohibit discrimination against transgendered persons as patients or clients and as members of the associations.*

29. That while there is a presumption of confidentiality by insurance companies, physicians, therapists, counselors, and social service agencies, etc., because of the potential consequences of involuntary disclosure of an individual's transgendered status it is doubly important that persons who are privy to such information about a client or patient should respect the privacy and confidentiality of transgendered persons and must not use knowledge of an individual's transgendered status to harm or control her or him.

(#28 and #29 have been combined for this analysis.)

2002 Analysis: This is outside the scope of this Task Force. It is notable, however, that several other parties have shown interest in pursuing resolution of transgender confidentiality issues and policies, including the Gay & Lesbian Medical Association (GLMA), Lavender Law, Bay Area Lawyers for Individual Freedom (BALIF), and the Transgender Law Center.

Note that while there is a presumption of confidentiality by insurance companies, physicians, therapists, counselors, and social service agencies, etc., because of the potential consequences of involuntary disclosure of an individual's transgendered status it is doubly important that persons who are privy to such information about a client or patient should respect the privacy and confidentiality of transgendered persons and must not use knowledge of an individual's transgendered status to harm or control her or him. The original recommendation was written to shed light on this issue, not necessarily to resolve the issue at the municipal level.

2002 Recommendation: No further recommendation is necessary at this time, but all City departments should be vigilant regarding these issues.

1994 Language: *30. That transgendered persons should not have to be certified by medical, psychological, or other service providers in order to enjoy the rights and privileges of society.*

2002 Analysis: This Task Force felt that the importance of this item was so great that we moved our statement about it to the Preface to this report: We still believe in the necessity and importance of this concept, and we applaud the San Francisco Board of Supervisors and Human Rights Commission for their demonstrated commitment to the principle of this recommendation and their progressive leadership on transgender issues.

2002 Recommendation: The Task Force wishes to emphasize that no one is required to identify with any of the designations applied under the umbrella term transgender in order to benefit from these recommendations. Further, no one who is affected by these recommendations should be required to have any medical or psychiatric diagnosis or legal finding applied to them in order to assert their civil and human rights.

Conclusion

It is important to note that the remarks in this report make everything seem organized, compartmentalized, and under control. The reality on the streets of this City is very different than that experienced inside City Hall. The potentially positive effects of many of the measures that have been put in place to help transgendered people have not yet trickled down. Too many transgendered people are still unaware that they can file complaints of discrimination with the Human Rights Commission. Too many transgendered people are still unemployed, or compelled to do sex work to survive or to pay for their medical treatments. Too many transgendered people are still experiencing abusive treatment from representatives of the San Francisco Police and Sheriff's departments. Immigrants and people of color who are also transgendered are still on the bottom rung of the ladder when it comes to accessing social services. Too many transgendered people are afraid to come to City Hall, even to tell the Transgender Civil Rights Implementation Task Force about their problems or ideas for solutions.

Please see the Summary section at the beginning of this report for a concise statement of this Task Force's recommendations and the four specific additional areas of concern: Transgender Law Center, employment training for transgendered sex workers, and monitoring the ongoing status and progress of transgender civil rights implementation throughout the City and County Offices and Departments.

The Transgender Civil Rights Implementation Task Force would like to thank the San Francisco Board of Supervisors for the opportunity to provide analysis and direction with respect to the subject of this report. We hope the work of this Task Force, in conjunction with the 1994 report of the Human Rights Commission, continues to expand transgender rights and helps to empower transgender persons. Obviously, we have come a long way in the past eight years, but there is still much to be done. We are heartened by the commitment shown to the transgender community by the representatives of San Francisco City and County government.

It is important to note that the Commission's report was not a mere expression of opinion, but a statement of fact. The Commission's findings are based on a thorough examination of the evidence and a careful analysis of the law. The Commission's report is a valuable contribution to the understanding of the issues at hand and provides a clear and concise summary of the facts and the law. The Commission's report is a valuable contribution to the understanding of the issues at hand and provides a clear and concise summary of the facts and the law. The Commission's report is a valuable contribution to the understanding of the issues at hand and provides a clear and concise summary of the facts and the law.

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Appendix A: 1994 Report

Appendix B: Task Force Charter

TRANSGENDER CIVIL RIGHTS IMPLEMENTATION TASKFORCE CHARTER

Vision

The Transgender Civil Rights Implementation Task Force is committed to a world in which transgendered variations lie within a range of honored possible personal gender expressions. These gender expressions are on the continuum that lies between the traditional expressions of maleness and femaleness. In the world that we are committed to, individuals:

- May explore gender expressions with dignity and community support.
- Are able and encouraged to explore gender expressions in full view of society.
- Express gender as a release rather than a struggle.
- Are empowered to productively contribute to society without impediment regardless of her/his chosen gender expression.
- Have institutional recognition and support.

Statement of Operating Principles

It is our belief that transgender variation, while not the norm, is a natural and healthy creative expression exhibited by a minority of individuals in all cultures and societies. Transgender expression has been evidenced in all cultures and societies throughout history. We believe that the suppression and oppression of transgender expression causes deep, and sometimes irreversible emotional damage to an individual possessing a natural transgendered disposition. Guilt and self-loathing often mark the struggles of transgendered individuals. Manifestations of this guilt and self-loathing are often confused by others, even medical professionals, as part of the transgender experience. It is, however, only a response to societal suppression and oppression.

We believe that supporting open gender expression will strengthen and provide depth and richness to our diverse society. We believe that an open, accurate, and dignified dialog within our society about transgenderism will generate societal acceptance of transgendered people thus relieving individual's guilt and self-loathing and the accompanying manifestations. We, the members of the transgender community, believe that the onus is on us initiate this dialog. We believe that we are accountable for articulating the truths of the transgendered experience to our communities and societies. We are also accountable for debunking the myths surrounding transgenderism. And, we members of the transgender community are accountable for the impact of our actions and words, both positive and negative, in contributing to society's image of us.

Finally, we believe that the transgender community is currently under a level of duress that requires immediate action. It is therefore the charge of the Transgender Civil Rights Task Force to prescribe protective remedies to be enacted and maintained until society, as a whole, accepts

and supports transgendered expression as a valuable and legitimate element of our rich and diverse culture.

Mission

The mission of the Transgender Civil Rights Implementation Task Force is to ensure, for all transgendered individuals:

- Equal and dignified access to public and private resources and institutions,
- Equal justice in treatment and in the consideration and redress of complaints.
- Equal opportunity to participate, contribute and excel in business, community and society.

Objectives

To do this the task force will recommend to the San Francisco Board of Supervisors meaningful discrimination prevention policies and practices. Furthermore, the task force will recommend processes and methods by which the policies and practices may be implemented. The task force will prescribe remedies and bridge building actions for consideration by the Board of Supervisors in several key transgender crisis areas including education, outreach, law enforcement, hate violence, housing, public accommodation, social service, health, and employment. Other areas may be added at the end of the first year if deemed appropriate.

Scope

The Transgender Civil Rights Task Force was established by San Francisco Board of Supervisors resolution ### to develop systemic policy recommendations to implement citywide changes regarding the treatment of transgendered people in the areas of employment, hate violence, community relations with law enforcement, public accommodation/social services, and medical provision.

The resolution is in response to lack of meaningful implementation of the current San Francisco transgender civil rights laws. These laws were established based on the findings and recommendations of the Human Rights Commission report, "Investigation into Discrimination Against Transgendered People." Although these laws have been in force since 1994 the discriminatory practices, harassment, unequal access, hate crimes, and violence continues. Thus, the task force will address meaningful implementation.

The task force is authorized to operate for two years. The work product will be submitted to the board of supervisors in the form of a quarterly report. After the first year the task force will assess the state of its effort and set a work schedule for year two based on the findings to date. At that time additional areas of focus may be identified and added to the task force's efforts as appropriate.

During the first year the task force will submit a quarterly report to the board of supervisors. The reports shall address the following:

- First quarterly report: hate violence and community relations with law enforcement
- Second quarterly report: employment
- Third quarterly report: housing and public accommodation
- Fourth quarterly report: medical provision

A final comprehensive report will be submitted to the board of supervisors at the end of two years providing recommendations for the identified six areas as well as additional areas identified in the process of the task force's efforts.

Initial Subcommittees

The initial subcommittees will include:

- Employment
- Education, outreach and bridge building
- Law enforcement and hate violence
- Housing, public accommodation and social services
- Health provision

Rules of Order

The task force members will:

- Focus on the situation, issue, or behavior, not the person.
- Maintain the self-confidence and self-esteem of others.
- Maintain constructive relationships.
- Take initiative to make things better.
- Lead by example.

During meetings:

- The co-chairs or sub-committee chairs will manage the proceedings unless otherwise designated at the start of the meeting.
- The proceedings will be recorded.
- One person will speak at a time.
- Discussions will remain respectful.
- All participants should have a chance to be heard
- Committee work product, initiatives and resolutions will be passed by majority.

During the day, the staff will receive a copy of the report to the board of directors. The report will be discussed at the board meeting.

- The board will receive a copy of the report to the board of directors.
- The board will receive a copy of the report to the board of directors.
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A copy of the report will be provided to the board of directors. The board will receive a copy of the report to the board of directors. The board will receive a copy of the report to the board of directors.

Initial Submissions

The initial submissions will include:

- A copy of the report to the board of directors.
- A copy of the report to the board of directors.
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- A copy of the report to the board of directors.
- A copy of the report to the board of directors.

Rules of Order

The rules of order will include:

- A copy of the report to the board of directors.
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Meeting Minutes

- The minutes of the meeting will be provided to the board of directors.
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Appendix C: September 2002 Report from the office of San Francisco Supervisor Mark Leno

Supervisor Mark Leno started work on the Transgender Civil Rights Implementation Task Force (TCRITF) in the fall of 1999 when Christiana Rivas, a transgender woman, brought to his attention that she had been refused work at the San Francisco Police Department (SFPD) due to her psychiatric review. She believed the refusal was based on gender identity discrimination. When Leno found that the SFPD had won its case refusing her work, it was very disheartening to Christiana and others in the Community. Leno was then asked to get involved.

Leno's staff, Nathan Purkiss, contacted the Human Rights Commission (HRC) to determine what efforts were currently underway to ensure basic rights for the transgender community. Larry Brinkin of the HRC shared a 1994 Report on Discrimination Against Transgendered People which had been produced by an HRC task force, but the task force had disbanded and little progress was being made on those recommendations. Because a report had already been produced recommending changes, Leno thought it made sense to use that report as a model for change and focus on implementing the goals of this original report rather than starting an entirely new program.

Brinkin and Purkiss arranged a small work-group meeting with transgender activists to begin development of a model for the new task force that would address implementation of the recommendations. Out of this work group came the basic outline for development of the new task force, with 17 members to accommodate diversity in gender, race, age, and economic background.

There were several challenges the task force faced in its work once it began meeting. The size of the task force made it unwieldy and it often had difficulty maintaining a quorum. The intent of having a large task force was to accommodate diversity, but despite the large group, it proved difficult to recruit members to represent the original goals of diversity. Almost immediately concerns were raised about the lack of sufficient representation by youth. Additionally, the intersex community had different priorities and concepts of what the task force should accomplish. This ultimately led to a clearer definition of the different needs of the intersex community and its distinctiveness from the transgender community.

Despite these challenges, the Transgender Civil Rights Implementation Task Force became an important catalyst for change regarding transgender issues in the City and County of San Francisco. The Task Force completed its final report, assisted city leaders as they advanced recommendations of the 1994 report, and brought many individuals from the community into direct contact with the city.

Below is a list of some of the important successes for the transgender community that have developed since 1999. Most of these victories are directly related to work of the task force, or to members of the task force who have gone beyond the original scope of the Charter and created change within the community:

Appendix C: September 1962 Report from the Office of the President Report on the Crisis

The President's report to the Congress on the Cuban Missile Crisis is a landmark document in the history of the United States. It is a document that has been read and studied by millions of Americans and has been the subject of countless books, articles, and films. The report is a masterpiece of political writing, and it is a document that has shaped the way we think about the world and our place in it.

The report is a masterpiece of political writing, and it is a document that has shaped the way we think about the world and our place in it. The report is a masterpiece of political writing, and it is a document that has shaped the way we think about the world and our place in it. The report is a masterpiece of political writing, and it is a document that has shaped the way we think about the world and our place in it.

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1. *Adoption of San Francisco's employee health benefit for transgender care: No other city in the United States has ever created a benefit program specifically addressing the needs of transgender healthcare and the city made history with this program.*
2. *With passage of the new benefit, insurance providers are in the process of developing transgender health benefits in their HMOs, which could in the future be used for private health plans or other government benefit programs.*
3. *Mayor Willie L. Brown Jr., at the urging of Supervisor Leno and the TCRITF, appointed Theresa Sparks as San Francisco's first transgender Human Rights Commissioner.*
4. *San Francisco passed Supervisor Leno's employer notification law, which requires all private employers in the city to post the HRC's poster outlining the city's non-discrimination policy (which includes transgender people).*
5. *The San Francisco Police Commission, at the urging of task force member and Human Rights Commissioner Theresa Sparks, adopted the Office of Citizens Complaints (OCC) recommendations to implement sensitivity training for all Police Officers and policy protocols.*
6. *The HRC and Police Commission created a joint Task Force sponsored by Human Rights Commissioner Sparks to implement the Police Commission/OCC recommendations.*
7. *The HRC developed Sheriff's Department Protocols for housing transgender inmates.*
8. *Members of the TCRITF were instrumental in development of the Transgender Political Caucus, San Francisco's first political action committee specifically dedicated to advancing transgender rights.*
9. *Members of the TCRITF were instrumental in securing a change in name of the Alice B. Toklas Lesbian and Gay Democratic club to include 'transgender,' and worked to secure several other achievements in the fight to include transgender rights in political organizing.*
10. *The Alice B. Toklas LGBT Democratic Club named Theresa Sparks of the Task Force, Co-Chair of the democratic club, while Robert Haaland was named Vice President of the Harvey Milk Democratic Club, adding to the power and stature of transgender individuals within local political organizations.*
11. *Robert Haaland was elected to the San Francisco County Democratic Central Committee, making him the first transgender individual elected to office in the city.*
12. *The HRC lobbied state legislators to change state law to allow local non-discrimination laws that protect transgender people from employment discrimination to be binding and enforceable. California law still needs to be changed but lobbying efforts continue.*
13. *The HRC hired Marcus Arana, a former Chair of the Task Force, along with several new transgender staff to address concerns specific to the community.*
14. *Supervisor Leno introduced an ordinance to require all single stall bathrooms to be unisex, accommodating the needs of individuals in transition who often are refused access to facilities if they are gender specific.*
15. *Plans are being drafted by the HRC and task force members to create an online Transgender Resource Center, with information about organizations, health and legal literature, and a broad range of informational resources for the community.*

1. The first step in the process of developing a business plan is to conduct a market analysis. This involves identifying the target market, understanding the needs and preferences of the target audience, and assessing the competitive landscape. The market analysis should also consider the overall economic environment and any potential risks or opportunities.
2. The second step is to develop a clear and concise mission statement. This statement should define the purpose of the business, its core values, and its long-term goals. It should also serve as a guide for decision-making and provide a sense of direction for the entire organization.
3. The third step is to create a detailed financial plan. This plan should outline the expected revenue, expenses, and profits over a specific period of time. It should also include a breakdown of the costs of goods sold, operating expenses, and capital expenditures. The financial plan should be realistic and based on thorough research and analysis.
4. The fourth step is to develop a marketing and sales strategy. This strategy should identify the most effective ways to reach the target market, promote the business, and generate sales. It should also consider the budget for marketing and sales activities and the expected return on investment.
5. The fifth step is to create a management and organizational structure. This structure should define the roles and responsibilities of the key personnel, establish a clear chain of command, and outline the processes for decision-making and communication. It should also consider the need for additional resources and the potential for future growth.
6. The sixth step is to develop a risk management plan. This plan should identify the potential risks to the business, assess the likelihood and impact of these risks, and outline the strategies for mitigating or avoiding them. It should also consider the need for insurance and other risk management tools.
7. The seventh step is to create a comprehensive business plan. This plan should integrate all of the information gathered in the previous steps and provide a clear and concise overview of the business and its future prospects. It should be well-organized, easy to read, and tailored to the needs of the intended audience.
8. The eighth step is to seek feedback and make revisions. Once the business plan is complete, it should be shared with trusted advisors, mentors, and potential investors. Their feedback should be carefully considered and used to make necessary revisions and improvements to the plan.
9. The ninth step is to implement the business plan. This involves putting the plan into action and monitoring progress over time. It requires flexibility and a willingness to adapt to changing circumstances. Regular communication and reporting are essential for staying on track and achieving the desired outcomes.
10. The tenth step is to evaluate the results and make adjustments. This involves regularly reviewing the performance of the business against the goals and objectives outlined in the plan. It requires a honest assessment of the strengths and weaknesses of the business and a willingness to make necessary adjustments to improve performance.

16. *The Task Force surveyed high priority departments to examine the status of their sensitivity training programs, considering the need for additional training and assessing effectiveness of existing programs.*

All of these accomplishments signify historic change for the community and the importance of this task force. Without the collective energy of this task force, the ongoing involvement of its members, and their continuing demands for change, much of this work would not have been done.

There is much work still to be done and the final report makes this clear. But it is important to note the advancements made over this two-year period which should be used by other municipalities as a guide for change.

City

Department of Corrections and the State of
Prisons (COSW)

10/1/2000

Department of Health Services (DHS)

June 27, 1998

Department of Human Services (DHS)
Social Workers

September 1999 and 2000

Department of Public Health (DPH)
Substance Abuse Counselors

Ongoing

Harvey Milk Academy (HMA)

Over and below over two years

Employer training on issue of compliance

Unknown, but ongoing

Department of Fair Employment and
Housing (California State level dept.)

November 19, 2000 and
May 1, 2001

Department of Human Services (DHS)
Volunteer Workers

July 20 and 27, 2000

PAFS - Fair Housing program

(Continued next page.)

1. The first step is to ensure that all children and young people have access to a range of support services, including mental health services, to help them cope with the challenges they face.

2. The second step is to ensure that all children and young people have access to a range of support services, including mental health services, to help them cope with the challenges they face.

3. The third step is to ensure that all children and young people have access to a range of support services, including mental health services, to help them cope with the challenges they face.

Appendix D: Table of Trainings

The table below shows trainings conducted by Human Rights Commission staff members for various City departments.

Group Trained	Date of Training
Domestic Violence Shelters Trainings with CUAV	December 1995 and March 1996
Department: Commission on the Status of Women (COSW)	Unknown
Department of Human Resources (DHR)	June 25, 1998
Department of Human Services (DHS) Social Workers	Summer 1999 and 2000
Department of Public Health (DPH) Substance Abuse Counselors	Unknown
Harvey Milk Academy (HMI)	Four semesters over two years
Employer trainings as result of complaints	Unknown, but numerous
Department of Fair Employment and Housing (California State level dept.)	November 11, 2000 and May 1, 2002
Department of Human Services (DHS) Vocational Workers PAES - Job skills program	July 20 and 27, 2000

(Continued next page.)

Appendix B: Table of Trainings

The table below shows a sample of trainings conducted by the Human Rights Commission and its members for various City departments.

Group Trained	Date of Training
Domestic Violence Services Trainings with CIVA	December 1999 and March 2000
Department Commission on the Status of Women (COSW)	Unknown
Department of Human Resources (DHR)	June 25, 1999
Department of Human Services (DHS) Social Workers	Summer 1999 and 2000
Department of Public Health (DPH) Epidemiologic Assistants	Unknown
Harvey Milk Academy (HMA)	Four trainings over two years
Employer Trainings as part of workplace	Unknown, but numerous
Department of Fair Employment and Housing (California State level dept.)	November 17, 2000 and May 1, 2002
Department of Human Services (DHS) Volunteer Workers PALS - Job skills program	July 20 and 27, 2000

(Continued next page)

Group Trained	Date of Training
Department of Human Resources— EEO Investigators for many different City Departments: DPW, MUNI, DHS, CCSF, SFUSD, DPH, DHR, SFFD, DA's Office, SFO Airport	March 7, 2001
SF MUNI Cable Car Barn Supervisors	February, April, and June 2001
Office of Citizens' Complaints (OCC)	June 7, 2001
SF HRC Staff and Commissioners	August 2000 (Staff) and January 25, 2001 (Commissioners)
San Francisco AIDS Foundation	January 31, 2001
Institute for the Advanced Study of Human Sexuality	February 25, 2001; June 29, 2001; and January 2002
California Association of Human Resources Organization (CAHRO)	March 1, 2001 and March 3, 2001
Golden Gate University (GGU) Hate Crimes Symposium	March 31, 2001
Juvenile Justice Probation Department	April 19, 20, 26, and 27, 2001
Probation Officers and all other staff	May 4, and May 6, 2001; September 18, 19, and 20, 2001
Housing Authority	September 5, 2001
Red Cross	October 11, 2001
Employer Training - corporate	October 25, 2001
LGBT Community Center Volunteers and Staff	February 28 and March 20, 2002
Harvey Milk Institute	April 22 and May 6, 2002
Human Rights Campaign Business Council	April 26, 2002

Group Trained	Date of Training
Human Rights Campaign - EUU investigating for state officials CIP Legislation: DFL, MNL, DFL, CCR, Special DFL, DFL, DFL, DFL, EUU support	March 6, 2001
SE MNL Civil Liberties Support	February, April, and June 2001
College of Arts and Sciences (CACS)	June 7, 2001
SE MNL State and Community work	August 2000 (still) and January 17, 2001 (community)
San Francisco AIDS Foundation	January 17, 2001
Training for the Advanced Study of Human Sexuality	February 22-24, June 19, 2001 and January 2001
California Association of Human Sexuality Organizations (CAHSO)	March 1, 2001 and March 2, 2001
Lesbian, Gay, and Bisexual (LGB) Health Care Services	March 14, 2001
Western Center for Human Rights	April 18, 20, 26, and 27, 2001
Protest Officers and all other staff	May 4 and May 6, 2001; September 18, 19, and 20, 2001
Healing Authority	September 1, 2001
Red Cross	October 11, 2001
Employee Relations - corporate	October 22, 2001
LGBT Community Center Volunteers and Staff	February 18 and March 30, 2002
Harvey Milk Institute	April 22 and May 4, 2002
Human Rights Campaign Business Council	April 26, 2002

Appendix E: Index of 1994 Recommendations with 2002 Status

[2002 Category Key: 1 = Employment; 2 = Health & Medical Services; 3 = Law Enforcement; 4 = Public Accommodation, Social Services, and Housing; 5 = Education & Transphobia]

Entities Affected	1994 Line Item	Synopsis of 1994 HRC Recommendations	2002 Category*	2002 Status:		
				Done	Partially Done*	Not Done
City Human Rights Ordinances	1	Add "gender identity" to protected classes	N/A		X	
City Human Rights Commission (HRC)	2	Create a position for handling TG issues	4	X		
"	3	Sensitivity to TG issues	5		X	
"	4	Inform TGs of their civil rights	5		X	
"	5	Act as public clearing house for TG information	5		X	
City Departments (General)	6	Sensitivity to TG issues	4		X	
"	7	Aware that gender identity is protected category	5	X		
City Law Enforcement	8	Sensitivity to TG issues	3		X	
"	9	Use gender appropriate terminology	3			
Office of Citizen Complaints	10	Sensitivity to TG issues	3		X	

Case no. (Case no.)	Age	Sex	Height (cm)	Weight (kg)	Diagnosis	Findings	Comments	Ref.
1	10	M	140	35	Obesity	Obesity	Obesity	1
2	10	F	135	30	Obesity	Obesity	Obesity	2
3	10	M	140	35	Obesity	Obesity	Obesity	3
4	10	F	135	30	Obesity	Obesity	Obesity	4
5	10	M	140	35	Obesity	Obesity	Obesity	5
6	10	F	135	30	Obesity	Obesity	Obesity	6
7	10	M	140	35	Obesity	Obesity	Obesity	7
8	10	F	135	30	Obesity	Obesity	Obesity	8
9	10	M	140	35	Obesity	Obesity	Obesity	9
10	10	F	135	30	Obesity	Obesity	Obesity	10

1. The patient is a 10-year-old male, 140 cm tall, 35 kg, with a BMI of 17.9. He has a history of obesity and is currently being treated with diet and exercise. The patient is being followed up for 10 years.

2. The patient is a 10-year-old female, 135 cm tall, 30 kg, with a BMI of 16.5. She has a history of obesity and is currently being treated with diet and exercise. The patient is being followed up for 10 years.

Entities Affected	1994 Line Item	Synopsis of 1994 HRC Recommendations	2002 Category*	2002 Status:		
				Done	Partially Done*	Not Done
City Dept. of Social Services	11	Sensitivity to TG issues	4		X	
TG Dignity (General)	12	Nullify gender-specific dress codes	5		X	
"	13	Full access to gender appropriate bathrooms	4		X	
City Dept. of Public Health	14	Sensitivity to TG issues	2		X	
"	15	Continue to educate itself on TG medical needs	2		X	
Health Providers (General)	16	Sensitivity to TG issues	2			X
"	17	Adhere to TG anti-discrimination policy	2			X
City Dept. of Human Resources	18	Sensitivity to TG issues	1		X	
Social Service Providers (General)	19	Sensitivity to TG issues	1		X	
Private Sector Employers	20	Add "gender identity" to protected category	1		X	
LGB Communities	21	Sensitivity to TG issues	5		X	
TG Community	22	Educate others on TG issues	5		X	

Entities Affected	1994 Line Item	Synopsis of 1994 HRC Recommendations	2002 Category*	2002 Status:		
				Done	Partially Done*	Not Done
Philanthropic & Grant Providers	23	Consider funding TG projects and social services	4		X	
City Health Service System Board	24	Provide full coverage for TG medical needs	2	X		
Americans with Disabilities Act	25	Add "gender identity" to protected category (remove exclusions)	2		X	
Community United Against Violence (CUAV)	26	Receive additional funding for TG services	3		X	
Educators	27	Sensitivity to TG issues	5		X	
Service Providers to TG Community	28	Adhere to TG anti-discrimination policy	4			X
"	29	Respect TG privacy and confidentiality	4			X
"	30	TG certification not required to receive civil rights	N/A		X	

[2002 Category Key: 1 = Employment; 2 = Health & Medical Services; 3 = Law Enforcement; 4 = Public Accommodation, Social Services, and Housing; 5 = Education & Transphobia]

***NOTE: "Partially Done" may mean the task is either incomplete or on-going.**

1 = 100% (100% of the total) in the 1 = 100% of the total
 2 = 100% (100% of the total) in the 2 = 100% of the total
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Category	Sub-category	Value	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Category 1	Sub-category 1	100	100%	100	100%	100	100%	100	100%
Category 2	Sub-category 2	100	100%	100	100%	100	100%	100	100%
Category 3	Sub-category 3	100	100%	100	100%	100	100%	100	100%
Category 4	Sub-category 4	100	100%	100	100%	100	100%	100	100%
Category 5	Sub-category 5	100	100%	100	100%	100	100%	100	100%
Category 6	Sub-category 6	100	100%	100	100%	100	100%	100	100%
Category 7	Sub-category 7	100	100%	100	100%	100	100%	100	100%
Category 8	Sub-category 8	100	100%	100	100%	100	100%	100	100%
Category 9	Sub-category 9	100	100%	100	100%	100	100%	100	100%
Category 10	Sub-category 10	100	100%	100	100%	100	100%	100	100%

II. DEFINITIONS

The following definitions will apply in the construction and implementing of the guidelines described herein:

A. Gender Identity

"Gender identity" will mean a person's various individual attributes as they are understood to be male and/or female.

B. Transgender

"Transgender" is used as an umbrella term that includes female and male cross dressers, transvestites, drag queens or kings, female and male impersonators, intersexed individuals, pre-operative, post-operative and non-operative transsexuals, masculine females, feminine males, all persons whose perceived gender or anatomic sex may be incongruent with their gender expression, and all persons exhibiting gender characteristics and identities which are perceived to be androgynous.

1. Female or Male Cross Dressers

"Female or Male Cross Dressers" refers to individuals who occasionally wear clothing that is perceived to be conflicting with their anatomical genital structure.

2. Transvestites

"Transvestites" are synonymous with female or male cross dressers who are heterosexual.

3. Drag Queens or Kings

"Drag Queens or Kings" refers to female or male cross dressers who are lesbian, gay, or bisexual.

4. Female or Male Impersonators

"Female or Male Impersonators" refers to individuals who impersonate a different gender for entertainment purposes.

5. Intersexed

"Intersexed" refers to individuals who are born with some male and some female sexual characteristics, particularly an anomaly of the external genitalia or internal reproductive organs.

6. Pre-operative Transsexuals

"Pre-operative Transsexuals" refers to individuals who identify as one gender at all times, which gender is perceived to conflict with their congenital reproductive anatomy, and who are either about to begin or are in the process of achieving gender confirmation surgery. This may also include individuals who have undergone or are undergoing partial gender confirmation (e.g., hormonal treatment).

7. Post-operative Transsexuals

"Post-operative Transsexuals" refers to individuals who identify as one gender at all times, which gender is perceived to conflict or known to have conflicted with their congenital reproductive anatomy,

II. Definitions

The following definitions were used in this research and represent the definitions adopted by the researcher.

A. Gender Identity

"Gender identity" refers to a person's internal sense of being male, female, or both, and is distinct from biological sex.

B. Transgender

"Transgender" is used as an umbrella term that includes all people who do not identify with the gender assigned to them at birth. This term is used to describe people who may identify as male, female, or both, and who may or may not have undergone medical transition. It is important to note that not all transgender people are transsexual, and not all transsexual people are transgender.

C. Gender Expression

"Gender expression" refers to the ways in which a person's gender identity is expressed to others. This can include clothing, hairstyle, makeup, and other external factors.

D. Transsexual

"Transsexual" refers to people who have undergone medical transition to align their gender expression with their gender identity.

E. Gender Role

"Gender role" refers to the behaviors and attitudes that are considered appropriate for a particular gender. These roles are often shaped by cultural norms and expectations.

F. Gender Inequality

"Gender inequality" refers to the unequal treatment and opportunities for people of different genders. This can include disparities in pay, access to education, and political representation.

G. Gender Equity

"Gender equity" refers to the fair and just treatment of all people, regardless of their gender. This concept is often used in the context of social justice and human rights.

H. Gender Discrimination

"Gender discrimination" refers to the unequal treatment of people based on their gender. This can include discrimination in the workplace, in education, and in the legal system. It is important to note that gender discrimination can be both intentional and unintentional.

I. Gender Stereotype

"Gender stereotype" refers to a set of beliefs or attitudes about the characteristics and behaviors of people of a particular gender. These stereotypes are often based on cultural norms and expectations.

and who have undergone gender confirmation surgery. This may include individuals who have undergone partial gender confirmation (e.g., partial surgery).

8. Non-operative Transsexuals

"Non-operative Transsexuals" refers to individuals who identify as one gender at all times, which gender is perceived to conflict with their congenital reproductive anatomy, and who either have no intention of achieving full gender confirmation surgery or who may or may not be undergoing any medical treatment in relation to their gender identity, for whatever reason.

9. Male-To-Female (MTF) Transsexuals

Individuals who have started, are in the process, or have partially or fully transitioned from male to female.

10. Female-to-Male (FTM) Transsexuals

Individuals who have started, are in the process, or have partially or fully transitioned from female to male.

11. Masculine Females

"Masculine Females" refers to biological females who have or are perceived to have masculine characteristics. They may have either a feminine or masculine gender identity, and will usually identify with their body if asked to specify.

12. Feminine Males

"Feminine Males" refers to biological males who have or are perceived to have feminine characteristics.

They may have either a masculine or feminine gender identity, and will usually identify with their body if asked to specify.

C. Agency

Any non-profit or publicly-owned organization providing services accessible to the public, including but not limited to,

psychiatric institutions, AIDS service organizations, medical and dental offices, housing agencies, and jails.

III. CONDUCT AND DEMEANOR

A. The agency, business establishment, or organization will make reasonable effort to serve male-to-female transsexuals equitably with other women, and female-to-male transsexuals equitably with other men. The agency, business establishment or organization will make every effort to provide appropriate and equitable treatment to transgendered individuals regardless of where they are on the continuum of gender identity transition. Masculine females who express a female gender identity should be treated as women; feminine males who express a male gender identity should be treated as men.

Appendix F: Compliance Guidelines to Prohibit Gender Identity Discrimination

Compliance Guidelines to Prohibit Gender Identity Discrimination San Francisco Administrative Code
Chapter 12A, 12B, 12C San Francisco Municipal/Police Code Article 33

City and County of San Francisco

Human Rights Commission
25 Van Ness Ave., Suite 800
San Francisco, CA 94102-6033

December 10, 1998

Table of Contents

- I. Purpose
- II. Definitions
- III. Conduct and Demeanor
- IV. Sex-Specific Facilities, Services and Regulations
- V. Employment

I. PURPOSE

It is the law and policy of the City and County of San Francisco to eliminate discrimination based on gender identity in San Francisco and in City & County of San Francisco contracting.

The Human Rights Commission developed these guidelines to:

- A. Implement the provisions of San Francisco Administrative Code Chapters 12A, 12B, 12C and San Francisco Police Code Article 33 regarding discrimination complaints based on gender identity;
- B. Create a flexible implementation plan designed to provide guidance to agencies, business establishments and organizations seeking to comply with the law.

Appendix B: Compliance Guidelines to Prohibit Gender Identity Discrimination

Compliance Guidelines to Prohibit Gender Identity Discrimination for Employers, Administrative Code Chapter 12A, 12B, 12C San Francisco Human Rights Commission Code Article 12

City and County of San Francisco

Human Rights Commission
33 Van Ness Ave., Suite 100
San Francisco, CA 94102-4413

December 10, 1998

Table of Contents

I. Purpose

II. Definitions

III. Covered and Excluded

IV. Specific Policy Provisions, Standards and Regulations

V. Enforcement

I. PURPOSE

It is the law and policy of the City and County of San Francisco to eliminate discrimination based on gender identity in San Francisco and in City & County of San Francisco contracting. The Human Rights Commission developed these guidelines to:

A. implement the provisions of San Francisco Administrative Code Chapters 12A, 12B, 12C and San Francisco Police Code Article 12 regarding discrimination complaints based on gender identity;

B. create a flexible implementation plan designed to provide guidance to agencies to promote compliance and enforcement of the law.

B. The Human Rights Commission recommends that agencies, business establishments, and organizations require all staff, administration and employees to receive continuing education in gender identity related issues.

C. City contractors must, and agencies, business establishments, and organizations should clearly communicate this non-discrimination policy regarding gender identity to all staff, administration, employees and clients.

D. Any individual, employer, agency, landlord, or business establishment, will not tolerate disrespectful language or behavior from its staff, administration, employees, customers or clients towards or about transgendered individuals.

1. Individuals have the right to be addressed with names, titles, pronouns and other terms indicating gender based on their gender identity. The refusal of employers, co-workers, business owners and other persons to address individuals based on their gender identity is a form of harassment.

2. The gender identity of a person, except as legally required, may not be questioned. Someone who is perceived to be transgendered may not be placed in a situation where the person will have to unwillingly reveal his or her congenital reproductive anatomy. Challenging someone's gender may be considered as harassment, and an invasion of privacy.

3. It is a form of harassment to make and act upon assumptions about an individual's sexual orientation based upon that individual's gender attributes or identity.

IV. SEX-SPECIFIC FACILITIES, SERVICES AND REGULATIONS

A. The agency, business establishment, or organization will make reasonable efforts to serve male-to-female transsexuals equitably with other women, and female-to-male transsexuals equitably with other men in sex-specific facilities. The agency, business establishment or organization will make every effort to provide appropriate and equitable accommodation to transgendered individuals regardless of where they are on the continuum of gender identity transition. Masculine females who express a female gender identity should be treated as women; feminine males who express a male gender identity should be treated as men.

B. Agencies, business establishments and organizations will not deny admission to any person who displays one current and official identification document as proof of the requisite sex, to any service, facility, privilege, advantage, accommodation, or opportunity which lawfully distinguishes between persons on the basis of sex, including but not limited to social services, health services, educational services, recreation services and programs, dormitories, bathrooms, locker rooms, dressing or changing rooms, showers or similar services, accommodations, opportunities, or facilities. Any rule, regulation, policy or practice making lawful distinctions based on sex will be applied equally to any person displaying one current and official identification document as proof of the requisite sex.

11. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

12. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

13. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

14. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

15. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

16. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

IV. SELF-IDENTIFICATION REQUIREMENTS

A. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

B. The agency shall ensure that the agency's policies and procedures are consistent with the requirements of the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973, as amended, and the regulations thereunder.

C. Where a person seeks access to any service, facility, privilege, advantage, accommodation, or opportunity covered by subsection (B) of this Section or seeks application of any rule, regulation, policy or practice covered by subsection

(B) of this Section, and said person is unable to display a current and official identification document which would entitle such person to access or application pursuant to subsection (B) of this Section, the person must be provided reasonable accommodation to facilitate access or application consistent with the gender identity publicly and exclusively asserted, or intended to be asserted by the person over a period of time.

D. Transgendered people have an equal and binding right to the access and safe use of those facilities which are segregated by sex. Access and use of a sex-specific facility may not be denied to any individual with gender conforming identification as defined in Section IV. subsection (B). These facilities include, but are not limited to restrooms, bathrooms, locker rooms, dressing or changing rooms, showers or similar facilities, where the design and use of the facility permit use by any individual without infringing on the privacy of other users.

E. It is the intent of the Human Rights Commission that programs, services and facilities are accessible to, and functional for transgendered people where the general public is concerned.

F. In sex-specific facilities where nudity in the presence of other people is unavoidable (e.g., communal shower rooms in gyms), it is permissible to have a temporary requirement that only post-operative women be allowed in the women's facility and post-operative men be allowed in the men's facility. Under these circumstances, the agency, business establishment or organization shall make reasonable effort to accommodate transgendered or transsexual individuals.

For example, sex-specific facilities should be inspected for the availability of one person at-a-time bathroom or restroom, or installing doors or curtains to create private cubicles. Attention should be given to the stress created for the transgendered or transsexual individual under these circumstances and every effort should be made to integrate the individual into the gender expressed, not to single him or her out.

G. No reasonable accommodation shall be required where an agency, business establishment or organization can demonstrate that the accommodation would impose an undue and intolerable economic hardship on its operation or can demonstrate that the assertion of a particular gender identity is intended to avoid criminal prosecution, defeat creditors, unlawfully claim inheritance or to otherwise defraud.

V. EMPLOYMENT

A. Employers may not discriminate against any individual in any aspect of employment including but not limited to, recruitment, selection, hiring, wages, hours and conditions of employment, promotion, training, development, and evaluation of its employees based upon the individual's publicly and exclusively asserted gender identity, or any declaration of intention to change the individual's perceived gender.

12. Wherever possible, the Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

13. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

14. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

15. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

16. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

17. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

18. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

V. CONCLUSION

19. The Committee should be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law. The Committee should also be kept informed of any changes in the law, and where necessary, of any changes in the interpretation of the law.

41. Transgender Civil Rights Implementation Task Force Final Report

B. Transgendered employees may not be discriminated against in the provision, eligibility or utilization of employee health, welfare or vacation benefits and programs.

C. Employers have the right to implement employee dress codes including those according to gender. Transsexual employees have the right to comply with sex-specific dress codes according to their gender identity.

D. An employee's gender identity or intention to undergo treatment may not be cause for dismissal or refusal to hire.

Appendix G: Resolution Authorizing the Transgender Civil Rights Implementation Task Force

[Transgender Civil Rights Implementation Task Force]

RESOLUTION ESTABLISHING THE TRANSGENDER CIVIL RIGHTS IMPLEMENTATION TASK FORCE TO MAKE RECOMMENDATIONS TO THE MAYOR AND THE BOARD OF SUPERVISORS AND SETTING FORTH THE MEMBERSHIP AND DUTIES OF THE TASK FORCE.

WHEREAS, Complaints to the Human Rights Commission to the

Department of Human Resources and to the Office of Gender Complaints have been filed by the transgender community consistently, and this shows that civil rights issues continue to occur on a Citywide basis for the transgender community and

WHEREAS, Members of the community have reported abuses particularly in the areas of employment, housing, public accommodations and medical provision, and

WHEREAS, Due to the high number of civil rights abuses, and in recognition of the report by the HRC, significant systemic change needs to occur within San Francisco City Departments and the private sector, and a coordinated community outreach effort needs to be implemented in order to resolve these issues; and

WHEREAS, Due to the extensive number of legislative reports, studies and recommendations, the emphasis of new actions should be placed on implementation rather than investigating how, therefore, be it

RESOLVED, That the Board of Supervisors of the City and County of San Francisco hereby authorizes a Transgender Civil Rights Implementation Task

Appendix C: Resolution Authorizing the Transgender Civil Rights Implementation Task Force

Transgender Civil Rights Implementation Task Force

RESOLUTION ESTABLISHING THE TRANSGENDER CIVIL RIGHTS IMPLEMENTATION TASK FORCE TO MAKE RECOMMENDATIONS TO THE MAYOR AND THE BOARD OF SUPERVISORS AND SETTING FORTH THE MEMBERSHIP AND DUTIES OF THE TASK FORCE

WHEREAS, In 1994 the Human Rights Commission held a hearing on discrimination against the transgender community and issued a report with findings and recommendations; and,

WHEREAS, Since 1994 there has been some progress made to address these recommendations, most notably the addition of "gender identity" as a protected class to the City's anti-discrimination ordinance; and,

WHEREAS, The majority of the recommendations from the HRC report have not been implemented by city departments and the private sector; and,

WHEREAS, Complaints to the Human Rights Commission, to the Department of Human Resources and to the Office of Citizen Complaints have been filed by the transgender community consistently and this shows that civil rights abuses continue to occur on a Citywide basis for the transgender community; and,

WHEREAS, Members of the community have reported abuses particularly in the areas of employment, hate violence, the relationship between the community and law enforcement, housing, public accommodations and medical provision; and,

WHEREAS, Due to the high number of civil rights abuses, and in recognition of the report by the HRC, significant systemic changes need to occur within San Francisco City Departments and the private sector, and a coordinated community outreach effort needs to be implemented in order to resolve these issues; and,

WHEREAS, Due to the extensive number of previous reports, studies and recommendations, the emphasis of new actions should be placed on implementation rather than investigation; now, therefore, be it

RESOLVED, That the Board of Supervisors of the City and County of San Francisco hereby establishes a Transgender Civil Rights Implementation Task

WHEREAS, in 1994 the Human Rights Commission filed a lawsuit on their mission against the city and its community and passed a motion with findings and recommendations, and

WHEREAS, since 1994 there have been some changes made to address their recommendations, most notably the action of "gender identity" as a protected class in the City's anti-discrimination ordinance, and

WHEREAS, the reality of the discrimination against the LGBTQ+ community have not been eliminated by city departments and the transit board and

WHEREAS, according to the Human Rights Commission, it is the Department of Human Resources and the Office of Civil Rights have been part of the transgender community's efforts and the city's efforts to ensure equality in the workplace for the transgender community, and

WHEREAS, members of the community have reported about a variety of issues of employment, harassment, the relationship between the community and the city, employment, housing, public accommodations and equal treatment, and

WHEREAS, due to the high number of civil rights claims and the recognition of the report by the HRC, significant systemic changes need to occur within San Francisco City Departments and the private sector, and a coordinated community outreach effort needs to be implemented in order to resolve these issues, and

WHEREAS, due to the extensive number of previous reports, studies and recommendations, the emphasis of new actions should be placed on implementation rather than investigation, now, therefore, be it

RESOLVED, That the Board of Supervisors of the City and County of San Francisco hereby establishes a Transgender Civil Rights Implementation Task

Force that will develop systemic policy recommendations to implement Citywide change in six areas, including:

A) Employment

including, but not limited to

- Private employers within San Francisco should be made aware of the City's non-discrimination ordinance which includes protection on the basis of "gender-identity." They and business support organizations such as the Chamber of Commerce should provide sensitivity trainings, institute hiring outreach to the transgendered community by advertising in local transgender community publications, and ensure that their transgendered employees, customers and clients are treated with respect.
- The Department of Human Resources should ensure that its investigators are trained in transgender issues, publicize to City and County employees the rights of transgendered persons, and ensure that transgendered persons are not disqualified from employment, or discriminated against by any City agency, based upon transgender status or identity, or upon perceived transgender status or identity.
- Employees of the City and County of San Francisco should be made to understand that discrimination against transgendered people is grounds for disciplinary action.
- Arbitrary gender-specific dress codes should not be imposed where they are not necessary. In such instances in which there is a reasonable requirement for a dress code or for specific gender separation in facilities then reasonable accommodations should be made so that the transgendered person's dignity and privacy are preserved, and the concerns of others are also considered.

B) Hate violence

including, but not limited to

- The City and County of San Francisco should budget for a position with the Human Rights Commission for the purpose of coordinating education and investigating and mediating claims. Outreach should be done to the transgender community in the hiring process for this position to ensure that transgendered applicants are considered.
- The District Attorney should consider an increased budget for community agencies which address hate violence against the transgender community to enable the administrators of those agencies to hire additional staff to provide outreach, education and client services involving transgendered persons as well as legal support for discrimination lawsuits.

C) Community relations with Law Enforcement

including, but not limited to

- The San Francisco Police and Sheriff's Departments should conduct sensitivity training for all personnel, not just new recruits, to ensure that transgendered persons are treated with respect, that their complaints are taken seriously and acted upon with reasonable dispatch, and if a transgendered person is detained or incarcerated, he or she should be housed in a manner which is consistent with the individual's gender identity. His or her prescribed medication should be provided in these instances, and if the transgendered person's safety is compromised or at risk, he or she should be immediately protected and not subjected to any physical or psychological harm perpetuated by other inmates or officers. Transgendered persons should have the right to be placed in protective custody upon request.

Section 1.1.1.1.1

- * The City and County of San Francisco should budget for a position with the Human Rights Commission for the purpose of conducting education and investigation and meeting claims. The position should be able to be the regular contributor to the filing process for the position to ensure that the relevant evidence is collected.

- * The District Attorney should consider an increase in budget for community education which allows more resources for the transgender community to ensure the community is aware of their rights and to provide additional staff to provide support, education and training to transgender persons as well as staff support for the transgender community.

1.1.1.1.2 Community relations with Law Enforcement

Section 1.1.1.1.2.1

- * The San Francisco Police and Sheriff's Departments should conduct community training for all personnel, not just law enforcement, to ensure that transgender persons are treated with respect, that their concerns are taken seriously and acted upon with reasonable dispatch, and that transgender person is detained or incarcerated, he or she should be housed in a manner which is consistent with the individual's gender identity. His or her prescribed medication should be provided in these instances, and the transgender person's safety is compromised or at risk, he or she should be immediately protected and not subjected to any physical or psychological harm perpetrated by other inmates or officers. Transgendered persons should have the right to be placed in protective custody upon request.

- The San Francisco Police and Sheriff's Departments should use terminology that is appropriate to an individual's gender identity on departmental forms and police reports, and refrain from insulting or compromising the privacy and dignity of persons who may have physical anomalies.

D) Housing

including, but not limited to

- The Department of Human Services should conduct transgender sensitivity training for its personnel to ensure that transgendered persons are treated with respect, that their complaints are taken seriously and acted upon with reasonable dispatch, that their fitness as parents is not judged solely on the basis of prejudice against transgendered persons, and that transgendered clients do not endure physical or psychological abuse in the process of obtaining services.

E) Public accommodation/social services

including, but not limited to

- The City and County of San Francisco should conduct sensitivity training for its employees to demystify the subject of transgender experience and prepare both management and front-line employees to appropriately handle situations that may arise involving transgendered persons or the reactions of others to them
- Employers, businesses and public agencies should not restrict the access of transgendered persons to public restroom facilities that are appropriate to the person's gender identity.

- The San Francisco Police and Sheriff's Departments should not only ensure that a representative cross-section of the community is included in the process, but also ensure that the process is transparent and that the community is kept informed of the progress and results of the process.

D) Housing

- The Department of Housing should ensure that the process is transparent and that the community is kept informed of the progress and results of the process. The Department should also ensure that the process is inclusive and that the community is kept informed of the progress and results of the process.

E) Public Accommodations Services

- The City and County of San Francisco should conduct a study to determine the impact of the process on the community and ensure that the process is transparent and that the community is kept informed of the progress and results of the process.
- Employers, business and public agencies should not restrict the access of transgendered persons to public restroom facilities that are appropriate to the person's gender identity.

- The administrators of homeless shelters, battered women's shelters, substance abuse treatment programs, rape crisis centers, and other providers of social services in San Francisco should ensure that their staff is trained in transgender sensitivity, that their program eliminates forced disclosure of transgender status as a requirement for receipt of services, and ensure that transgendered persons are not disqualified from receiving services based upon transgender status or identity, or upon perceived transgender status or identity.
- Professionals serving transgendered persons should be held to their professional ethics. It may be appropriate to avoid transgendered clients because of lack of expertise, but it is discrimination to avoid them because of aversion to their condition. Furthermore, confidentiality agreements with transgendered individuals and attorneys, insurance companies, physicians, therapists, counselors, social service agencies, etc., are extremely important to uphold. Persons who are privy to confidential information of a client or patient who is a transgendered person could use such information in ways that could be highly damaging to the individual.

F) Medical provision

including, but not limited to

- The Department of Public Health should conduct transgender sensitivity training for all personnel to ensure that transgendered persons are treated with respect and dignity, that their complaints are taken seriously and acted upon with reasonable dispatch, that their physical health needs are not overlooked due to prejudice against transgendered persons, and that transgendered clients and patients do not endure physical or psychological abuse in the process of obtaining services.

- Medical service providers, including hospitals, clinics and private practitioners, should ensure that they and their support staff are adequately trained to handle transgendered patients, to protect their health, and to ensure that their programs eliminate all unnecessary forced disclosure of transgender status as a requirement of receipt of services, to ensure that transgendered persons are not disqualified from receiving services based upon transgender status or identity, or upon perceived transgender status or identity, and to ensure that transgendered persons are treated with dignity and respect regardless of what surgery or treatments they have had or have not had.
- The Department of Public Health and all other medical service providers should refrain from treating transgendered patients and clients as if they are “on display” or otherwise objectify them or subject them to dehumanizing treatment, preserving the client or patient’s dignity, privacy and confidentiality, and that they also require employees and contractors to comply with this non-discrimination policy.
- Insurance companies should acknowledge that transsexualism is a medical condition for which medical treatment is warranted and for which insurance coverage should be available. The Health Services System Board should modify the City Plan to cover transsexual treatment and procedures in order to serve as a model for other insurance carriers.
- While transgendered persons should not be recognized as disabled, if a transgender person does become disabled, for example, as a result of transsexual related treatment or procedures, or for any other reason, that treatment for the resulting condition should be covered under the Americans

with Disabilities Act, and the City should lobby Congress and the State Legislature to amend Federal and State disability laws accordingly.

- Transgendered persons should not have to be certified by medical, psychological, or other service providers in order to enjoy the rights and privileges of society; and, be it

FURTHER RESOLVED, that in addition to the six areas of focus mentioned above, the Task Force will address the issues of community education and transgender issues, and transphobia in the lesbian and gay communities; and, be it

FURTHER RESOLVED, That the task force will hold meetings at least once a month, and will make four quarterly reports over its first year with its first three month report addressing hate violence and community relations with law enforcement, its second three month report addressing employment, its third three month report addressing housing and public accommodations and its fourth three month report addressing medical provision. After one year and four reports, the task force will review its work for the year and create a work schedule for its second year to complete unfinished work of the first cycle, and address new topics that have surfaced; and, be it

FURTHER RESOLVED, That the quarterly reports and the issues assigned to each quarter are intended to create structure for the task force and may be changed or delayed beyond any three month period if the Task Force finds an extension desirable; and, be it

FURTHER RESOLVED, That during each quarter of the first year, City Departments and community agencies will be invited to participate in an advisory role to the Task Force in order to provide consultation on issues of focus during the quarter, but these participants will serve only in an advisory capacity, and will not be members of the Task Force; and, be it

with Disabilities Act and the City should lobby Congress and the state legislature to amend Federal and state disability laws accordingly.

* Training-counsel panels should not have to be so tightly scheduled, psychological or other services providers in order to enjoy the rights and privileges of society and, as a

FURTHER RESOLVED, that in addition to the six areas of focus mentioned above, the Task Force will address the issues of accessibility, education and transportation issues, and disabilities in the business and gay communities and, as a

FURTHER RESOLVED, that the Task Force will hold meetings at least once a month, and will make the quarterly reports over the first year with the first three months report address gay and lesbian and community rights, as well as gay advancement, the second three months report addressing employment, the third three months report addressing housing and public accommodations and the fourth three months report addressing the local provision. After one year and subsequent the first report will review the work for the year and make a work schedule for the second year to complete unfinished work before the third, and address new topics that have evolved, and, as a

FURTHER RESOLVED, that the quarterly reports and the annual assigned to each quarter are intended to create structure for the task force and may be changed or delayed beyond any three month period if the Task Force finds an extension desirable, and, as a

FURTHER RESOLVED, that during each quarter of the first year City Departments and community agencies will be invited to participate in an advisory role to the Task Force in order to provide consultation on issues of focus during the quarter, but these participants will serve only in an advisory capacity, and will not be members of the Task Force, and, as a

FURTHER RESOLVED, That after two full years the task force will issue a final comprehensive report on the six mentioned areas of focus, as well as additional areas of focus identified in year two, as well as any recommendations that are broadly appropriate to all of the areas of focus; and, be it

FURTHER RESOLVED, After two full years, the Task Force shall expire, unless it is renewed by the Board of Supervisors for a time determined at that point; and, be it

FURTHER RESOLVED, That the Task Force shall be composed of 11 transgender community members appointed by the Board of Supervisors, 3 transgender community members appointed by the Mayor, and 3 transgender community members appointed by the Human Rights Commission, and all appointed members shall serve at the pleasure of their appointing authorities; and, be it

FURTHER RESOLVED, That appointments made by the Board of Supervisors, the Mayor and the Human Rights Commission should represent the diversity of the transgender community; and, be it

FURTHER RESOLVED, That any member of the Task Force who misses two consecutive meetings of the Task Force without prior notification, or a total of four Task Force meetings regardless of notification shall be deemed to have resigned from the Task Force; and, be it

FURTHER RESOLVED, That the Task Force shall be staffed by a member of the office of Supervisor Mark Leno to support the Task Force with administrative needs; and, be it

FURTHER RESOLVED, That the resources of the City Attorney's office, the Legislative Analyst's office, the Controller's office, and the Budget Analysts office shall be available to the task force during their deliberations.

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